



Chief Executive's Service

Service Improvement Plan 2025 - 28

Outturn Report

June 2026

We are **fair**, We are **helpful**, We are great **collaborators**, We value **learning**

Outturn Report for 2025/26

- This outturn report covers the last twelve months of our Service Improvement Plan, highlighting areas where we are already making progress and some areas we want to focus on more, perhaps because performance isn't moving in the direction we anticipated or because of other pressures or factors that makes this even more of a priority for us.
- Different services will contribute more towards some Council Plan Strategic Outcomes than others, so this report focuses on areas to which the Chief Executive's Service contributes more significantly. However, a full update against all the actions and performance indicators we use to measure progress is included within this report.
- The Chief Executive's Service reports on 39 performance indicators .This report provides annual data for the last three years to give an indication of trends.

Place



Renfrew Bridge

The Renfrew Bridge formally opened in May 2025, and this new active travel infrastructure has been very popular with communities on both sides of the River Clyde, with more than 2.46million users crossing within the first seven months after opening

Scotland's Town of the Year – Paisley

In October 2025, Scotland's Town Partnership named Paisley as Scotland's Town of the Year, acknowledging the “ambitious regeneration and community-led transformation” and noting the town's “resurgence”



Place

Cultural Infrastructure

The flagship Paisley Museum Reimagined project completed its construction phase earlier this year, and has been handed over to OneRen for an extensive fit out period and installation of objects, ahead of it's planned reopening.

This is the final project in the ambitious cultural infrastructure improvement programme delivered in Paisley

Planning and Building Standards



The average Time for processing Planning Applications (Householder) has **decreased from 11 weeks to 8.7 weeks**



82% of first reports are issued within 20 days (Building Standards)



Economy

Events Programme

The Events Programme for 2025 was fully delivered in December 2025 with events achieving and exceeding targets across all performance indicators

Events delivered across the year included new events in Renfrew, Erskine, and Linwood, as a result of a broader 'five towns' approach within the new events strategy and new community events partnership group. The visitor events programme generated over £4.5m in economic impact and local spend of attendees

Economic Development



327 new business start ups in Renfrewshire with Business Gateway support (target – 320)



269 people supported by Renfrewshire Council Employability Programme (INVEST), sustained in work at 6 Months (target – 180)



Fair



Child Poverty Accelerator Fund

Following a successful bid for funding from the Scottish Government's Child Poverty Accelerator Fund, work is underway to create a locally governed 'Insight Partnership' that uses existing data to identify families showing early signs of child poverty risk. The partnership will connect these families quickly to the right support, including income maximisation, employability help, cost of living advice, and family wellbeing services



Winter Connections Round Four

The Fairer Renfrewshire programme launched its fourth Winter Connections round, with funding to support free social activities and refreshments to tackle isolation, food poverty, and boost creativity.

Over 1,300 people benefitted from this year's programme, which ran to the end of March

Equalities Outcomes Action Plan 2026-2029

A consultation on Renfrewshire's Equality Outcomes, which involved targeted outreach with third sector organisations, community groups, and Council services, took place later last year. In total **162** people responded to the consultation, including **101 face-to-face engagements**, gathering information on areas of good practice and barriers to each of the six equality outcome areas. An action plan has now been developed based on the information gathered



Good Vibes Only

This programme continues to work with targeted young people involved in risk taking behaviour, delivered through group sessions at the Foxbar Youth Drop In, in partnership with Community Safety colleagues. The programme recently incorporated a five-week enterprise skills block delivered by the Social Enterprise Academy

Green

Team Up to Clean Up

2025/26 was a highly successful year for Team Up to Clean Up, with strong growth in both engagement and delivery.

Membership continued to rise, supported by sustained social media reach and community participation.

The campaign topped Keep Scotland Beautiful's national leaderboard for the highest number of events during the 2025 Big Spring Clean. Seasonal initiatives such as Spotless September helped increase school engagement and youth involvement.

Over 60 grit spreaders were distributed through our #RenReady initiative, further strengthening community resilience.

Overall, the campaign has continued to embed positive behaviour change while building long-term community capacity across Renfrewshire



Net Zero Business Engagement



76 local businesses in 2025/26 have been working with the Council to progress the Net Zero agenda

Living our Values

Driving Performance and Improvement

A new Performance group to enhance senior officer scrutiny of council-wide performance was implemented this year

The Performance group is now meeting every four weeks, with four initial deep dives covered over the first six months – planning and building standards; absence; complaints and enquiries; and justice social work

A range of workstreams is now being progressed as a result of these deep dives and are reporting back to the group regularly



83,682 people engaging with the Council's digital channels (not including website)

Trauma Informed and Responsive Renfrewshire (TiRR)

Policy review is one of the key ways TiRR is embedding trauma-informed practice. Corporate policies are being updated to reflect trauma-informed principles, supporting psychological safety and more inclusive services. Revised Bullying and Equality, Diversity and Inclusion policies have been approved, with further reviews ongoing. Renfrewshire has also led the development of a Trauma-Informed Policy Framework, now being applied across the region and increasingly picked up through national networks. This includes a shared language guide to support consistent practice. Together, this work is helping to embed trauma-informed approaches more consistently across organisations, supporting improved outcomes for staff and communities



89.1%% of frontline complaints and **87.5%** of investigation complaints dealt with in the required timescale

Actions and Indicators

Full list

Chief Executive's Service SIP 2025/26

We are **fair**, We are **helpful**, We are great **collaborators**, We value **learning**

Delivering the Plan – Place

Action	Due	Status	Progress update
Deliver Renfrewshire’s Cultural Infrastructure Investment Programme	31 Dec 25		The major construction phase of the final element of this programme, the flagship Paisley Museum Reimagined project, is complete and the building has been formally handed over to OneRen for the extensive fit-out period and object install, which is underway and will continue through 2026 ahead of the public reopening.
Deliver the Local Development Plan, the 10-year spatial strategy for Renfrewshire	31 Mar 27		The preparation of the Local Development Plan (LDP3) follows a statutory process. The first stage is the Evidence Report and this was approved by the Scottish Government in December 2025, which allows the Council as planning authority to proceed to prepare its Local development Plan. An updated Development Plan Scheme and Participation Statement setting out a revised Local Development Plan timetable will be prepared for consideration by the November 2026 Planning and Climate Change Policy Board.
Progress the actions in our town centre strategies/visions and specifically working with partners to transform our key centres.	31 Mar 28		Work is underway to update the town centre strategies to align with the guidance and principles in National Planning Framework 4 (NPF4). Work in Johnstone includes the development of a new vision, feasibility work on several projects and securing funding to demolish a former supermarket, with works on that expected to start in summer 2026. Funding has also been secured to develop the site. In Erskine, work is well underway on the new civic square, which should be completed in the summer. Consultation is planned with residents in the Linwood Lade area on some initial landscape enhancements. Planning consent has been granted for works to transform the former Brown Institute in Renfrew. To complement the significant investment in Paisley’s cultural infrastructure, a new wayfinding strategy for Paisley has been developed to improve the visitor experience. Discussions continue with the owner of the Paisley Centre regarding potential mixed-use regeneration.

Delivering the Plan – Place

Action	Due	Status	Progress update
Deliver a sustainable transport link between AMIDS, Paisley Gilmour Street and Inchinnan (AMIDS South Project)	31 Mar 27		This action is in an operational phase and will be delivered by Environment, Housing and Infrastructure, and reported through the appropriate boards.
Design a new Connected Communities service model for the Council – implementing a new service structure and developing the corporate approach for the whole organisation	31 Dec 25		The Connected Communities service structure is now complete, with recruitment processes underway for temporary resource within the Community Partnerships team including new locality officer posts and resource to support grants and investment. The three workstreams within the wider Connected Communities transformation programme are now defined, with early help having completed service mapping and customer research, and mapping workshops completed to support place-based approaches. The community investment workstream has also been initiated with a focussed piece of work on grants process and practice.
Contribute to the preparation, monitoring and delivery of Renfrewshire's Local Housing Strategy 2023-2028	31 Mar 28		The 2023-2028 Local Housing Strategy was approved in October 2023. The second annual review and progress update was reported to the Communities and Housing Policy Board in October 2025, advising on progress across the 5 strategic priorities and 42 actions. The third annual review will be reported to the Communities and Housing Policy Board later in 2026.

Delivering the Plan – Place

Action	Due	Status	Progress update
Proactively work with property owners to bring some of the area's most valued assets back into use	31 Mar 27		The Council has been proactive in engaging with property owners of prominent buildings across our town centres to explore regeneration opportunities. This includes the potential redevelopment of the Paisley Centre into a vibrant mixed-use development. A consultant has been commissioned to assess the viability of the current set of proposals and advise on alternative mixes of development which would reduce risks to viability and improve the prospects of delivering land use change on this key site. Investment in a number of listed buildings—such as St Matthew's Church, County Place, 5 George Place, and the Liberal Club—has been facilitated through detailed discussions with property owners. The goal is to bring these buildings back into productive use. The Council operates a number of grant schemes to reduce commercial vacancies, protect historic buildings or support investment by shop owners. Funding is being sought to fund a further round of the Retail Improvement Scheme and options are being explored for funding another round of the Historic Buildings in Villages grant scheme, as previous iterations have been popular and over-subscribed.

Delivering the Plan – Place

Action	Due	Status	Progress update
Deliver the 2025 events programme to include high quality programming developing meaningful participation and performance opportunities for local groups and artists.	31 Mar 26		The events programme for 2025 was fully delivered in December 2025 with events achieving and exceeding targets across all KPIs. Events delivered across the year included new events in Renfrew, Erskine and Linwood as a result of a broader ‘five towns’ approach within the new events strategy and new community events partnership group. Each event provided participation, performance and volunteering opportunities contributing to the wellbeing of our local residents. In addition to the event stats around performance and participation, as part of the Clyde Waterfront and Renfrew Riverside project a local event was developed and delivered to mark the opening of Renfrew Bridge which produced opportunities for local school children, musicians and poets to showcase their talents. Research data showed that on average 91% of local people said the events programme gave them a feeling of civic pride and made them feel proud of their hometown.
Develop and launch Visit Renfrewshire brand and delivery model to support the delivery of the Tourism Action Plan.	31 Mar 26		Investment was approved for a two-year visitor marketing activity and event support as part of the approved Council Budget in February 2026. Visitor marketing will continue as a two-year Discover Renfrewshire campaign (not as a standalone brand) targeting local people and day-visitors. Progress updates will be brought to the Chief Executive’s Service Improvement Plan 2026-27.
Pilot a public engagement approach including the delivery of a resident survey to generate insight on current public perceptions of local services and council priorities to inform future decision making	31 Mar 26		The research fieldwork has been completed. The hybrid research methodology included the following: • 1,016 interview led surveys (telephone and face-to-face). This was a representative sample spread across Renfrewshire • This was augmented by an online survey 1029 interviews online. This was a self-selecting sample • 6 focus groups were also carried out with respondents to explore their perception and satisfaction in more depth and provide further insight into resident priorities. The survey results were published and reported to Leadership Board in December 2025 and summary documents are available on the Council’s website. This was supported by an engagement and handling plan to ensure the findings of the recent resident survey are shared in a transparent and accessible way, demonstrating that residents’ voices have been heard and are valued. An action plan linked to learnings and future consultation and engagement activities was reported to Leadership Board in February 2026 as part of the Corporate Improvement Plan progress updates. These actions include the recommendation to repeat the research exercise in future years, ensure the findings are shared internally to inform future strategies and plans and links to the ongoing commitment to improving our dialogue with residents and communities through future engagement opportunities.

Delivering the Plan – Place

Action	Due	Status	Progress update
Implement the cultural funding programmes (COF and CHEF) for Renfrewshire’s cultural sector	31 Mar 28		Both funding streams of Cultural Organisation Fund and Culture Heritage and Events Fund have been fully awarded. The Cultural Organisation Fund is supporting 13 organisations across the next three years in multi-year funding The organisations receiving funding from COF are Community Circus Paisley, Create Paisley, Erskine Arts, Fèis Phàislig, Loud n Proud, PACE Theatre Company, Paisley Opera, Refractive Scotland, Renfrewshire Disability Arts Forum, Sewing2gether All Nations, Sculpture House Collective, The Art Department, and The STAR Project. The organisations and artists receiving funding from CHEF are Andrew Moir, Brick Lane Music Academy, Bungalow Enterprises, Casci Ritchie, Cycle Arts Renfrewshire, Erskine Arts, Fablevision, Feis Phaislig, Johnstone Textile Space, Katy West, Lil Brookes, Linzi Clark, Live Music Now Scotland, Lochwinnoch Arts Festival, Loud n Proud, Paisley First, Paisley YMCA, Peter Gilchrist, Refractive Scotland, Renfrewshire Model Railway Club, Renfrewshire Tapestry Group, RIG Arts, Right2Dance, SAMA Events, Sewing2gether All Nations, Soundplay Projects, Stephen Clancy and The Art Department.
Support the delivery of Renfrewshire’s Strategic Housing Investment Programme in partnership with other housing providers in Renfrewshire	31 Mar 28		98 social rented homes were delivered on Strategic Housing Investment Plan sites that were completed in 2025/26. This comprised: 30 units by Link Housing Association at Hawkhead in Paisley; 35 units by Sanctuary Housing Association at Sutherland Street, Paisley; and 33 units by Williamsburgh Housing Association at Cartha Crescent in Paisley. The Strategic Housing Investment Plan (SHIP) is updated annually to identify the affordable housing delivery programme in Renfrewshire. The Renfrewshire Strategic Housing Investment Plan 2026-2031 was submitted to the Scottish Government in October 2025. Preparation of the Strategic Housing Investment Programme included consultation with housing providers in Renfrewshire. Work has commenced on preparation of the Strategic Housing Investment Plan 2027-2032.

Delivering the Plan – Place

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
Average Time for processing Planning Applications (Householder)		10.18	8	11	8	8.7	8	The performance has improved from the start of 2026 following the focus on backlogs in 2025. Work will continue in respect of some remaining backlogs and also the implementation of the service standards in an effort to continue to meet the 8 week target.
Affordable housing completions		196	159	104	159	98	159	This figure represents the total number of units on the three affordable housing sites that fully completed during 2025/26. The actual was lower than targeted. Some of the funding for affordable housing has been used for ‘Rental off the Shelf’ properties, that is, buying existing properties to make available for social rent.
Private housing completions		504	357	430	357	437	357	Private housing completions for 2025/26 are 437.
Time to issue a building warrant or amendment to warrant from receipt of application (days)		104.0	60.0	108.0	60.0	120	60.0	Annual performance has been impacted as a result of focus on reducing the legacy backlog. A large number of vacancies across the year has also had a significant impact – vacancies including Manager, Lead Surveyor and Surveyor posts. During the later part of the year six vacant posts were filled, which will help reduce timescales going forward

Delivering the Plan – Place

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
Time to issue a first report (percentage issued within 20 days)		69.6	95.0	78.2	95.0	82.0	95.0	As above, the impact of a large number of vacancies across the year has had a significant impact on performance . There are national issues with recruitment and retention in this field, but a recent successful recruitment exercise should assist with performance improvement.
Percentage of building warrants or amendments issued within 10 days of receipt of all satisfactory information		80.8	90.0	87.4	90.0	88.0	90.0	As above, the impact of a large number of vacancies across the year has had a significant impact on performance . There are national issues with recruitment and retention in this field, but a recent successful recruitment exercise should assist with performance improvement.
Amount of land brought forward for re-use and development contributing to economic activity and enhancing the built and natural environment	25/26 data not yet available	41.24	20	4.83	20	Data not yet available	20	This figure will not be available until later in 2026 once the vacant and derelict land survey is complete. Not all of the land considered in the survey is under council ownership, so we have limited levers to influence this figure.

Delivering the Plan – Economy

Action	Due	Status	Progress update
Complete the Tech Terrace development and attract the first large occupier.	31 Mar 2026		Tech Terrace is being progressed by Buccleuch as part of our AMIDS Joint Venture. Planning permission for Phase 1 has been applied for, and Phase 2 is now being worked on. It is intended that financial support for Phase 2 be provided through a City Region Enabling Commercial Development bid, and the business case for this is being prepared. That business case is due for submission at the end of 2026.
Continue to support local employment through the delivery of targeted support through the Council's employability programme	31 Mar 2027		The 2025-26 year was again very productive in terms of employability with some very good results and all targets exceeded. The Renfrewshire LEP is considered best practice across Scotland and working relationships and joint practice are excellent. External funding from both Scottish and UK Governments has been claimed in full. For the first time there was an internal audit on the LEP and grants activity which showed no issues or follow up required. LEP highlights included Employability Month (September) and the best school destination results ever for Renfrewshire with 97.9% of school leavers entering positive destinations through LEP partnership working. All LEP planning and decision making for the year ahead (26-27) has been carried out and we are ready for another good year.
Continue to progress core actions to support local and regional economic growth.	31 Mar 27		The Council continues to focus on securing investment at AMIDS to unlock its full potential for job creation and economic growth. External funding from Scottish Enterprise and the City Deal has been identified to support the development of Tech Terrace—a speculative project that will deliver industrial floorspace for advanced manufacturing SMEs and start-ups. Construction of Phase 1 is due to begin later this year. The Council has worked with the Glasgow City Region and the Scottish Government to secure Investment Zone funding for a new tax site (£25m), which incentivises businesses to locate at AMIDS/Glasgow Airport. It is hoped that this will act as a catalyst for significant investment in the years ahead. Gateways 3 and 4 for the Investment Zone were submitted last year to the Government, and the Investment Zone and tax site are now live. A detailed update on the IZ was reported to Leadership Board in April 2026. Our Start-Up Street initiative continues to be a catalyst for business launch and growth, and has supported 59 new and early stage businesses across the three sites since it started in 2020. It has very high business survival rates – 86% - and strong progression, with 29 tenants so far moving on to larger premises. The model has drawn interest from other local authorities and is helping drive economic activity across our town centres.

Delivering the Plan – Economy

Action	Due	Status	Progress update
Develop an Investment Proposition for Renfrewshire that is clear on our economic ambitions for place	31 Mar 26		A new webpage has been created to highlight Renfrewshire’s key investment locations: (https://www.renfrewshire.gov.uk/article/13818/Renfrewshire-investment-prospectus) Additional information on investing in Renfrewshire and development opportunities has also been added to the Invest in Renfrewshire website: (https://investinrenfrewshire.com/locate-in-renfrewshire/) In addition, a dedicated website has been launched to promote investment opportunities at AMIDS: https://amids.co.uk/ A promotional event took place at the end of February 2026 to launch the new Glasgow City Region Investment Zone Tax Site and to raise awareness of the benefits of investing in AMIDS and the Airport. Further communications on the Tax Site to promote it further are expected later this year.
Develop a Community Wealth Building Plan for Renfrewshire	30 Jun 26		On the 26th March 2026, the Community Wealth Building (Scotland) Act 2026 received Royal Assent embedding CWB in law and strengthening the council’s role as an anchor organisation in leading inclusive, locally-led economic growth for the area. The Act introduces new statutory duties on councils and partner public bodies to work collectively as a CWB partnership and to develop and deliver a shared local action plan. We will now work to establish a formal local Community Wealth Building partnership in line with new statutory duties, working closely with key partners to develop a shared Community Wealth Building action plan. Governance, reporting, and delivery arrangements will be reviewed and aligned to support effective implementation of the legislation. Renfrewshire council has continued to drive forward Community Wealth Building as a core economic priority. Across the year, Renfrewshire’s Community Wealth Building programme has continued to make steady progress and remains firmly embedded within the council’s approach to inclusive economic growth. Key activity during the year has included: • Updating and strengthening senior governance arrangements to support delivery of Community Wealth Building priorities with briefings to CMT, CPP executive board and the Economy and Regeneration Policy board. • Delivering Community Wealth Building training for elected members to build shared understanding and leadership capacity. • Hosting the annual Anchor Supply Chain Event, supporting stronger connections between local businesses and major anchor institutions. • Ongoing reporting and monitoring of community benefits and local social value outcomes secured through council activity.

Delivering the Plan – Economy

Action	Due	Status	Progress update
Maximise funding for regeneration of Renfrewshire's places through grant submissions to external sources including UK and Scottish Governments	31 Mar 26		The Council continues to enjoy success in attracting external funding for place-based priorities. This includes further monies in 2025/26 from the Place-Based Investment Fund for capital regeneration projects taking our total funding from this source to £3.9m. We also attracted £0.4m from the final year of the Shared Prosperity Fund. From the Vacant and Derelict Land Investment Programme, £650,000 has been awarded to support works in the Belltrees area of Ferguslie. There has also been a recent announcement of the success of our application for £850,000 from the Regeneration Capital Grant Fund for town centre works in Johnstone. There have been two successful applications for funding to support heritage-led regeneration in Lochwinnoch – from Historic Environment Scotland's Heritage and Place Programme and the National Lottery Heritage Fund. At Castle Semple, the new visitor hub will be supported with £240,000 from Visit Scotland. SEPA have provided £100,000 to fund design work for the restoration of the Candren Burn in Ferguslie. Recently, Renfrewshire Council has submitted several Expressions of Interest for Local Growth Fund monies.

Delivering the Plan – Economy

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
Number of unemployed/ low waged people being supported through Renfrewshire Council Employability Programme (INVEST)	✔	1,521	1,100	1,420	1,100	1,489	1,100	Over the last 12 months 1489 new participants registered with the employability service. In addition, more than 400 continued to receive support from the previous year into 25/26, so around 1900 people in total have been supported this year (very similar to the last year figure).
Number of new business start ups in Renfrewshire with Business Gateway support	✔	305	320	265	320	327	320	Business start ups increased throughout the year and 327 people received support to start up a business throughout 2025-26. In Quarter 4, targeted marketing, community engagement, and partnership activity raised awareness of available support, resulting in greater uptake of those wishing to start their business.
Measure of civic pride relating to events	✔	91%	85%	88.8%	85%	91%	90%	Across the events delivered in 2025, 91% of Renfrewshire residents agreed that the events programme made them feel proud of their hometown. The highest response was in Renfrew where 100% of those surveyed during the Christmas Lights switch-on event agreed events made them feel proud of their hometown.
Number of unemployed people moving into paid employment through Renfrewshire Council Employability Programme	✔	528	350	491	350	532	500	At this point in time we have been able to confirm at least 532 employability clients this year have moved into work. This figure will rise as there is a time delay with receiving this information.

Delivering the Plan – Economy

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
Number of unemployed / low waged people securing qualifications through Renfrewshire Council Employability Programme (INVEST)	✔	618	Previously data only	662	400	638	600	In the last year through training delivered by employability services 638 individuals have achieved at least one accredited qualification.
Number of Social Enterprises supported to grow / develop / income generate with Council support	✔	62	Previously data only	58	80	61	60	61 different social enterprises have been supported. In addition to this staff have co-hosted a Funding Fayre in February 2026 attended by 111 delegates. Issued 8 funding / social newsletters to 311 subscribers. Supported 4 Social Enterprise networking events attended by 61 delegates.
Number of local businesses securing growth support, training or grants from Renfrewshire Council Business Team	✔	366	Previously data only	382	300	407	300	Despite local businesses remaining cautious due to rising costs, labour pressures, and ongoing economic uncertainty, the number of businesses securing growth support, training, or grants from the Council’s Business Team has increased to 407 businesses. This uplift reflects a heightened need for external guidance and financial assistance as businesses seek to overcome these challenges, stabilise operations, and build resilience.
Number of trainee type posts created for unemployed people at Renfrewshire Council	✔	65	Previously data only	45	Previously data only	78	60	We utilised both No One Left Behind and Renfrewshire Council funding to extend the number of traineeship opportunities available this year to 78.

Delivering the Plan – Economy

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
Number of volunteering hours supporting the development and delivery of the events programme	✓	2,020	180	327	45	445.5	350	The events programme concluded in Q3 with events delivered across 2025 providing opportunities for 94 volunteers and supporting 445.5 hours of activity. Volunteers delivered roles including welcome host, accessibility guides, workshop support, event technical and behind the scenes roles including working alongside staging, lighting and production companies.
Number of people participating in the events programme	✓	2,904	1,750	3,549	1,314	6,077	3,000	The events programme concluded in Q3 with more than 6,000 participation opportunities developed for local residents, groups and businesses to take part in the programme. Opportunities were developed across a range of activities including music, choreography, street theatre, sport, costume making and visual art. The number of participation opportunities were significantly higher than expected due to the design of the winter programme including Paisley Halloween Festival and a five towns approach to Christmas.
Number of people performing in the events programme	✓	509	400	819	300	1,625	825	The events programme concluded in Q3 with over 1600 performance opportunities available across the calendar year. Performance opportunities were developed with live stages featuring in most events providing opportunities for musical, drama and poetry. Renfrew Pipe Band competition providing opportunities to over 120 local people to participate and compete in the prestigious competition. Whilst parades offered opportunities for dance and theatre groups to showcase their talents. The number of performance opportunities were significantly higher than expected due to the design of the winter programme including Paisley Halloween Festival and a five towns approach to Christmas where live stages and pop-up performance areas were delivered at each event.
Number of people attending the events programme	✓	137,927	95,000	108,665	95,000	118,509	109,000	The events programme concluded in Q3 with the delivery of the Christmas programme. A total of thirteen events were delivered across Renfrewshire which included, for the first time, a Linwood Christmas Lights Switch-on and dedicated support to the Erskine switch-on, alongside an opening event for Renfrew Bridge.

Delivering the Plan – Economy

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
Economic impact and local spend of attendees to the visitor events programme	✔	5,473,640	Previously data only	3,978,746	Previously data only	4,576,460	4,000,000	The events programme concluded in Q3, independent economic impact assessments of the programme evidenced over £4.5m in economic impact and local spend being achieved across the year.
Number of people supported, sustained in work at 6 Months through Renfrewshire Council Employability Programme (INVEST)	✔	268	180	288	180	269	180	We have been able to confirm of those moving into work that 269 are still in employment 26 weeks later.

Delivering the Plan – Fair

Action	Due	Status	Progress update
Progressing a new workstream that will focus on advancing equality of opportunity and ensuring we have a robust and authentic organisational approach to implementing our duties (including UNCRC).	31 Mar 26		An Equalities Outcomes Action Plan was approved by Leadership Board on 29 April 2026. Ongoing dialogue is planned with equalities groups around the implementation of the plan.
Developing new and potentially radical approaches to tackling child poverty in Renfrewshire	31 Mar 27		Significant work has been carried out within this period to refresh EqHRIA reporting templates, guidance and processes in order to continue to improve practice. Renfrewshire Council has made a successful bid to the Child Poverty Accelerator Fund and is creating a locally-governed Insight Partnership which will use existing data to identify families showing early risks of child poverty and ensure that families are connected quickly to the right support.
Leading on the Council's migration and population change response – developing detailed understanding of the diversity of Renfrewshire's communities in 2024	31 Mar 26		The census releases over the latter half of 2024 provided a significantly updated picture of Renfrewshire's communities – significant work was undertaken to analyse this data. As part of Members Development Week 2025, a series of Ward Census Profile presentations were delivered to Elected Members and a data dashboard was developed and shared. A Senior Policy Officer post with a focus on Migration and Population was successfully recruited and is developing strategic needs assessment in partnership with the Strategic Migration Group, a workshop with a range of partners took place in October. Work is also being undertaken analysing the latest release of population projections, and Council officers continue to attend the COSLA population roundtable.

Delivering the Plan – Fair

Action	Due	Status	Progress update
Deliver the Fairer Renfrewshire programme supporting residents through the cost-of-living crisis and advancing equality of opportunity across Renfrewshire.	31 Mar 27		The Fairer Renfrewshire Action Plan has continued to be implemented under the four themes: 1. Improving financial security 2. Strengthening Health, Wellbeing and Community 3. Embedding Equality and Inclusion 4. Using Insight and Evidence for Impact The Winter Connections programme has ended, and an evaluation report will be presented to the Fairer Renfrewshire Sub-Committee. Work is underway to expand the network of DigiZones in Renfrewshire to support digital inclusion, and the Device Recycling project with Pachedu, which was funded by Renfrewshire Council has commenced. This project will provide refurbished devices to those who need them, as well as link with the Digital Champions network. Both Advice Works and RCAB have continued to provide advice to residents, and in particular to families with children. A £10,000 grant was paid to Renfrewshire Foodbank to support their work with low-income families and individuals by providing emergency food support. The Fairer Renfrewshire Panel has continued to input to policy and practice within Council services, most recently meeting with the Chief Officer of the HSCP and with the Community Justice Lead Officer. The Panel also input to the Equalities Outcomes work.
Work with commissioned service to ensure effective support is provided to people in Renfrewshire who have been affected by a head injury	31 Mar 28		A contract for the provision of support for people in Renfrewshire affected by head injury was awarded to Quarriers in February 2025 and took effect from 1 April 2025. The new service - Brain Injury Community Support - underwent a soft launch over the summer of 2025 and had a formal launch in October 2025. Regular discussions have taken place between council officers and Quarriers, and, contract monitoring arrangements are now in place. Officers will maintain close links with Quarriers and provide any support required as the service develops. This action is now complete

Delivering the Plan – Fair

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
Number of people engaged with Adult and Family learning team		424	Data only	1,564	Data only	2,883	Data only	We are continuing to work with partner agencies to identify gaps in provision. We work across 6 learning centres as well as external partners venues.
Number of school visits undertaken to raise awareness of environmental action and the impact of anti-social behaviours.		152	25	155	100	98	40	Each year, the Anti Social Behaviour Youth Team proactively contacts local schools to offer educational sessions for Primary 7 and S1 pupils. Schools continue to value and welcome this input, recognising the positive impact it has on young people’s awareness, choices, and understanding of ASB. The team remains responsive to emerging issues within communities and will deliver intensive, targeted sessions to any school where a specific need is identified. This approach ensures that support is timely, relevant, and aligned with local priorities.
Number of people engaged with Youth Services		6,259	Data only	6,054	Data only	6,168	Data only	Over the past year, the Youth Team has supported a significant number of young people through a diverse range of thematic projects and community focused activities. Engagement has been driven by the team’s commitment to providing high quality learning and development opportunities tailored to the needs and interests of young people across the area. Young people took part in a wide spectrum of programmes, including Safe Kids, the Duke of Edinburgh’s Award, Promise-related groups, Equally Safe workshops, Climate Change Champions, Evolve New Scots and PSD, Youth Voice, Good Vibes (ASB), ASB School Education workshops, and several responsive community initiatives. The year also included delivery at largescale annual events, which further expanded reach and participation.

Delivering the Plan – Fair

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
Number of children in receipt of school clothing grants		5,860	Data only	5,316	Data only	5,026	Data only	5,026 were in receipt of school clothing grants in 2025/26. At the Council budget meeting, it was agreed the £50 winter school clothing payment would continue in 2026/27.

Delivering the Plan – Fair

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
Community Asset Management Transfer - number of months from receipt of an application to a determination being issued from the Council	✔	2	6	3	6	5	6	The number of asset transfer requests determined in the period 25/26 was 3, 2 approved and 1 rejected. The assets concerned: •Site, East Beardmore Cottages, Inchinnan - approved; sale of land to Inchinnan Development Trust. •Beechwood Community Centre, Shortroods Road, Paisley – approved; sale of community centre to Your Community, Your Space SCIO. •Former St Ninian’s Church Hall – refused 30-year lease to Ferguslie Community Development Trust due to a lack of community support demonstrated and concerns over sustainability of the group’s business plan. Currently subject to a review. Each of the above CAT requests were continued by the Board for additional information thereby increasing the time taken between validation and final decision from an average of 3 months to 5. Three applications previously approved by the Board were withdrawn in the period. These were: •Calderglen Playing Fields, Lochwinnoch •Manse Crescent (Community Orchard), Houston; and •Linwood Community Garden

Delivering the Plan – Green

Action	Due	Status	Progress update
Review opportunities within the Council’s infrastructure pipeline projects to align with the skills transition and green skills development for local people	31 March 26		Renfrewshire LEP have approved funding for a net zero “retrofit” programme to support unemployed people being trained in this area for future job roles. The Economic Development Team work with local contractors to maximise community benefit opportunities in all contracts and are able to identify where local people can benefit.
Deliver the AMIDS South Active Travel Links plan.	31 Mar 27		This action is in an operational phase and will be delivered by Environment, Housing and Infrastructure, and reported through the appropriate boards.

Delivering the Plan – Green

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
Number of local businesses working with the Council to progress the Net Zero agenda		50	Previously data only	233	40	76	40	35 Carbon Baseline Assessments have been delivered. Local business engagement and interest in progressing the Net Zero Agenda has required outreach which works well for raising awareness of the council agenda and support available to local businesses. A mix of awareness sessions, client meetings, collaborative partner working, networking and email campaigns has generated interest from businesses.
Number of local businesses securing Net Zero growth grants from Renfrewshire Council Business Grants		0	Previously data only	3	8	5	8	5 Net Zero projects were supported across the year. All were installation of Solar PV & Battery Storage that are estimated to have a combined saving of 37.23 tonnes of CO2 emissions.

Delivering the Plan – Green

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
Number of members of the Team Up to Clean Up Facebook Community		5,400	5,000	7,500	5,000	9,000	8,500	2025/26 was a highly successful year for Team Up to Clean Up, with strong growth in both engagement and delivery. Membership continued to rise, supported by sustained social media reach and community participation. The campaign topped Keep Scotland Beautiful’s national leaderboard for the highest number of events during the 2025 Big Spring Clean. Seasonal initiatives such as Spotless September helped increase school engagement and youth involvement. Over 60 grit spreaders were distributed through our #RenReady initiative, further strengthening community resilience. Overall, the campaign has continued to embed positive behaviour change while building long-term community capacity across Renfrewshire.

Delivering the Plan – Green

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
Number of visits to known fly-tipping hot-spots by the Environmental Taskforce		506	375	1,483	1,500	987	1,200	Over 2025/26, 16 Fixed Penalty Notices were issued. In partnership with SEPA, a further two Variable Monetary Penalties (VMPs) were secured, recovering over £5,000 from offenders. Whilst targeted patrol activity in hotspot areas was lower during part of the year, alternative enforcement approaches were maintained using technology and intelligence-led deployment. Strengthened partnership working between investigation and removal teams has improved coordination, resulting in a more efficient and seamless service for the public. Enforcement activity continues to be supported by the deployment of trail cameras in rural hotspot locations where no power supply is available, alongside high-specification cameras in urban areas which have been shown to deter instances of flytipping when onsite. This service area has now been transferred to Environment, Housing and Infrastructure Service, and will no longer be reported in the Chief Executive's Service Improvement Plan.

Delivering the Plan – Living Our Values

Action	Due	Status	Progress update
Deliver the digital experience strategy to make it very easy for our local communities and employees to find and use the information they are looking for on Renfrewshire.gov.uk and the intranet and to help them successfully access online services.	31 Mar 27		A significant amount of planning and background work has been undertaken to support the development of the new intranet, including the development of a governance model, engagement with stakeholders and the development of a detailed timeline and delivery plan. Content rewriting and migration activity is underway for both intranet and web content. This is being actively tracked to ensure progress remains in step with the planned delivery date.
Developing a corporate data and analytics team model which supports the aspirations of the Council to be a data driven organisation	31 Aug 26		Work on the review continues alongside increasing demands for business-as-usual data support for the organisation. Following the renewal of our contract with our GIS, work has been undertaken to map out and support a ‘GIS modernisation’ phase of the review, moving to more cloud-based services, with consultancy support within the contract being allocated to key tasks and development/skills transfer – the first few consultancy days took place in December 2025 and further sessions have been booked in. Colleagues in the PMU are developing a service catalogue as part of this work and a stakeholder engagement plan is currently being deployed. The timescale for this action has been changed to summer 2026.

Delivering the Plan – Living Our Values

Action	Due	Status	Progress update
Continue to lead Best Value activity, including the delivery of the Corporate Improvement Plan.	31 Mar 27		Following the publication of the Controller of Audit's Best Value Report, the 'areas of focus' identified by the Accounts Commission have been added to the Corporate Improvement Plan. These were detailed in a report to Council on 26 June 2025. A progress report was taken to the Leadership Board in September 2025 and thereafter in February 2026, showing the majority of existing actions have been completed or are nearing completion. Two new actions were added from the Best Value thematic review on transformation and five new actions added in relation to the Residents Research undertaken by the Council. Evidence was submitted to the Council's external auditors, Azets, at the end of March 2026 in relation to the Best Value thematic review on Asset Management. Any recommendations which come from this workstream will be added to the Corporate Improvement Plan. Work continues across all elements of the improvement agenda, continuing to represent a key focus for the CE's service in the coming year.
Implement a new Performance group to enhance senior officer scrutiny of council-wide performance	31 Dec 26		The Performance group is now meeting every four weeks, with four initial deep dives covered over the first six months – planning and building standards; absence; complaints and enquiries; and justice social work. A range of workstreams now being progressed as a result of these deep dives and are reporting back to the group regularly. The meeting in January 2026 also saw the commencement of the Consultation and Engagement oversight role for the Performance group. In February 2026, a review of the work to date was undertaken alongside a look forward to the areas of focus for the rest of 2026/27, with a new workplan approved in March 2026. This action is now complete.

Delivering the Plan – Living Our Values

Action	Due	Status	Progress update
Continuing to develop our service models which deliver the Council's priorities and support its financial sustainability and transformation	31 Mar 27		The service has a significant involvement in development and delivery of corporate programmes and reviews in 2026 including Connected Communities, the OneRen Strategic Review, the Learning Estate Strategy and the Strategic Property Strategy. Senior officers contribute regularly to the work of the Council's Transformation Board.
Develop opportunities for cross-service networking and collaboration	31 Dec 26		The work to establish cross-service strategic groups, such as the Performance and Consultation and Engagement groups is directly supporting this action. Alongside this, thematic groups are being established as part of the Connected Communities model which will further enhance cross-service networking and collaboration. Marketing and Policy have collaborated closely on Resident Research project and will continue to work together for the next phase developing long-term actions in line with the Engagement and Consultation policy. The development of the new Council and Community Plans is being planned in alignment with wider comms around the Council's narrative and the Council brand, working closely between Policy and Partnerships and Marketing and Communications. There is also close working with our HSCP colleagues as they develop their IJB Strategic Plan.
Deliver service-specific activity to support employee mental health and wellbeing and reflect the findings from the Cultural Assurance Model and employee engagement survey	31 Mar 26		Within the Policy team, all colleagues have completed PDPs which has included a specific discussion about raising any concerns, in line with the Cultural Assurance Model actions. Discussions have also taken place at CE SMTs to explore opportunities to support colleague wellbeing and a short-term working group is being established to progress this. The Senior Policy Officer leading on Trauma Informed and Responsive Renfrewshire developed a Wellbeing Walkthrough to assess the physical spaces within Council buildings and piloted this approach for the 2nd Floor South area where CE colleagues are based. A full report has been prepared and is being considered by officers.

Delivering the Plan – Living Our Values

Action	Due	Status	Progress update
Implement the new Consultation and Engagement Strategy	31 Mar 27		The new Senior Policy Officer to lead work on the consultation and engagement strategy has been developing a toolkit to accompany the new policy and checklist and has established the governance to support this workstream with both a Consultation and Engagement Advisory Group and Coordination Group being established now meeting regularly in line with their Terms of Reference. An update on consultation and engagement was reported to Leadership Board in December 2025 as part of the Residents Research paper and further updates were also included in the Corporate Improvement Plan as noted above, including an update to Leadership Board in February 2026 which included five new actions in relation to the Resident Research. A consultation and engagement calendar is being developed by the new Consultation and Engagement Advisory Group, alongside a new toolkit for officers, utilising Sharepoint, supported by colleagues in ICT and linking with the work of Data Advisory Group.
Deliver the Internal Communications and Engagement Strategy 2023-27 to support enhanced employee communication to deliver our organisational priorities	31 Mar 27		Planning for Managing Absence communications strategy to support managers to lead well and employees to live well. Supported the launch of Renfrewshire House Staff Car Parking Permit scheme as part of the broader Ways of Working strategy. Produced three issues of monthly Managers' News with an average of 192 reads per issue from January to March (24% open rate). Overall average reads since launch Nov 25 – Mar 26 is 426 per issue (54% open rate). The peer-to-peer Living Our Values recognition remains popular with 13 nominations during Q4 and a total of 74 across the full year. Our RenTalks learning for life channel continues to perform well with five sessions delivered in Q4 averaging 74 attendees per session. RenTalks topics this quarter include The Promise, Guaranteed Interviews for Care Experienced applicants, Resident Research, Modern Apprenticeships and Power of Attorney. Over the full year a total of 24 sessions were delivered averaging 139 attendees and excellent feedback The Staff Communications Pulse Survey was launched in Mar 26 and insights gathered will inform priorities for the final year of the 2026-27 Internal Communications and Engagement Strategy. Together with two Chief Execs and seven fortnightly Take 5 e-news round ups, staff updates were published on sustainable travel, care experienced workforce, employee benefits, health and wellbeing, new council website, procurement, menopause, cyber security, living our values, winter resilience, apprenticeships, Ren House car parking permit scheme, Scottish Parliamentary Election, school facilities management and neurodiversity.

Delivering the Plan – Living Our Values

Action	Due	Status	Progress update
Deliver the Marketing and Communications Strategy (2024-27) to inform all council stakeholders of our services and our work to make Renfrewshire a better place to live, work, learn	31 Mar 27		Key projects during this period include: - Ongoing development of two-year visitor marketing campaign with budget approval in Feb 2026. - Internal place brand readiness review completed - Marketing and communications support for Garden Waste permits - Resident Research completed - additional five focus groups planned and facilitated by external agency - Your Voice Matters – engagement plan developed for Council Plan and Community Plans - Fostering campaign – planning underway for marketing and communications strategy - Budget 2026 communications and marketing plan - Communications support for Learning Estate Programme - Scottish Parliament Election planning - Food and Drink Festival marketing and communications plan - PR for completion of Paisley Museum
Align service data activities with the Digital Strategy objective “Data is a critical asset” and ensure visibility of data activities at Directorate SMT.	31 Mar 26		This is a key element of the data review and is currently being explored – we are receiving Business Analyst support to develop a service catalogue for the Data and GIS team in the first instance. GIS data is also covered in the service’s Business Continuity Planning in recognition of it being a critical asset for the organisation. The timescale for this action has been changed to summer 2026 to align with the data review change of timescale.

Delivering the Plan – Living Our Values

Action	Due	Status	Progress update
Identify data skills gaps, e.g. data input, data analysis and address in alignment with the People Strategy and aligned to the CE service’s data review.	31 Aug 26		This is a key element of the data review and is currently being explored – the service catalogue tasks for the Data and GIS team will be mapped across to the skill sets of the team and any gaps picked up through PDP processes. Additional resource has been created in Planning and Building Standards to provide administrative and data support for the significant volume of queries received within that team, freeing up planners, surveyors etc to undertake their core tasks, and providing the team with greater insights on operational delivery.
Ensure data owners are aware of responsibilities.	31 Mar 26		All colleagues are encouraged to complete the data iLearn course as part of the PDP process. Policy and Partnerships staff took part in a data masterclass as part of the team’s in-house development programme. Economic Development undertake significant cross-service consultation on datasets with implications across various Council directorates, and publish an annual Renfrewshire Economic Profile. As noted above, a data masterclass was delivered as part of this year’s Policy Masterclass Programme in the Policy and Partnerships division.

Delivering the Plan – Living Our Values

Action	Due	Status	Progress update
Review data quality in key line of business systems and develop improvement plan in alignment with organisational priorities.	31 Aug 26		For GIS, as part of our migration to more cloud-based services and reducing our on premise servers, a significant data cleansing exercise is being undertaken to ensure only accurate, relevant and necessary data is migrated. The due date for this action has been changed to summer 2026 to align with the other data review actions.
Further define data analysis requirements to improve decision-making and support capabilities locally within services where required, aligned with the service’s data review.	31 Aug 26		This is also a key element of the data review and currently being explored both through the development of the service catalogue and also through opportunities around existing AI capabilities e.g. Copilot, within our GIS system and as part of future Digital Transformation. The due date for this action has been changed to summer 2026 to align with the other data review actions.

Delivering the Plan – Living Our Values

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
% of FOI requests in a quarter completed within timescale in the Chief Executive's Department		91.5%	100%	95%	100%	97%	100%	During 25/26, Chief Executive's Service received 145 FOIs, of which 140 were completed within timescale
% of investigation complaints responded to within timescales agreed with customer (Chief Executive's)		76.9%	85%	100%	85%	87.5%	85%	The Chief Executive's Service received 8 investigation complaints during 2025/26, one of which was not completed within timescales. Target (85%) has been met for this indicator
Average number of work days lost through sickness absence per employee (Chief Executive's) (FTE)		6.8	6.5	6.38	6.5	7.65	6.5	Sickness absence has increased in 2025/26 compared to the previous financial year, based on total work days lost. The increase is primarily driven by higher levels of work days lost due to psychological related absence, along with increases in stomach and bowel related absences. These increases have been partially offset by reductions in musculoskeletal and respiratory related absence over the year. Managers continue to be supported by People & OD through established absence case management processes. Employees have access to Occupational Health services and the Time for Talking counselling service where appropriate. Within the Performance Board Absence Project, 4 corporately agreed workstreams are in progress to help improve the Council's absence performance. A revised training module with guidance for managers will be implemented in early spring 2026. Through ongoing support and effective, timeous caseload management, improvement is anticipated as support measures continue to take effect.

Delivering the Plan – Living Our Values

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
Opportunities to see or hear something (OTSH) positive about Renfrewshire Council and Place activity in local, regional and national media		New for 2025/26				241,983,443	250,000,000	71% of media coverage in 25/26 was positive or balanced. Although 51% of all media coverage was featured in print media, the majority of OTSH now comes from web reach (87%).
Percentage of new CE staff completing corporate induction within 30 days of start date		New for 2025/26				61%	100%	This indicator is currently only based on staff completing the nine corporate induction modules on iLearn within 30 days of starting. It will be amended in 2026/27 to include the specific induction module for new starts. Business World alerts will be activated to ensure timely reminders are being issued. This is expected to have a considerable impact on completion timescales.
Percentage of CE staff who have completed all mandatory training		New for 2025/26				95%	100%	Mandatory course completions remain consistently high in CE, despite the introduction of new mandatory courses throughout the year. The introduction of alerts in Business World, and the continued focus from CMT have helped support this.
Percentage of CE staff who have completed a Personal Development Plan within the last year	25/26 data not yet available	New for 2025/26				Data not available	100%	Whilst we acknowledge that 1:1 personal development discussions already happen across CE, there is no central way to enable reporting on this currently. Therefore, to support the reporting of this new performance indicator, new training and guidance on how to apply this policy is scheduled to be rolled out during the first quarter 2026. Alongside this, forms will be created within Business World to allow the Council to report centrally on staff 1:1 performance and development compliance.

Delivering the Plan – Living Our Values

Indicator	Current Status	2023/24		2024/25		2025/26		Explanation of performance
		Value	Target	Value	Target	Value	Target	
Number of people engaging with the Council’s digital channels (not including website).	Establishing new baseline	72,847	72,000	76,107	65,000	83,682	Establishing new baseline	Full year 2025/26: Followers across our social media channels rose 7,316 in 2025/26. This was driven by a large increase in Facebook and LinkedIn followers. Our Facebook channel now has over 34,000 followers, while our LinkedIn is approaching 11,000. On YouTube we are also close to reaching 1,000 followers, with the channel seeing a regular increase in followers every month. Content continues to perform well across our channels which we will continue to develop in 2026/27
% of frontline response complaints responded to within timescales agreed with customer (Chief Executive’s)	✔	35.7%	85%	66.3%	85%	89.1%	85%	The Chief Executive's service received 46 Frontline complaints during 2025/26, 41 of which were responded to within timescales (89.1%). Target of 85% was achieved for the reporting year.

Delivering the Plan – Improving Outcomes for Children and Families

Action	Due	Status	Progress update
Contribute to the Council’s commitment to The Promise for all care experienced people	31 Mar 27		Policy team- The Strategy, Policy and Insight Manager is a member of the ‘Supporting the Workforce Working Group’ for the Promise and also spoke at the December 2025 Promise Keeper Conference. Within Connected Communities, funding received from the CORRA Foundation allowed Youth Services to develop a full summer programme for care experienced young people, young carers and their peers aged 12-17. This year’s programme involved a range of youth work opportunities including youth clubs, trips and new experiences. The programme was co-designed with the Promise Champs who shaped the schedule, selected the venue for the residential and identified new experiences available over the 6 weeks the programme ran. The young people also designed the temporary look of their central youth space transforming it into a vibrant, welcoming environment and safe space for young people. Youthyfest took place on the 6th August and was attended by 189 children, young people, carers and their friends and family. The youth led festival was inspired by Youth Beatz held yearly in Dumfries and focused on inclusion, accessibility and youth empowerment. The Promise Champs created an event that was safe, vibrant, and aligned with the core values of The Promise—ensuring that all young people felt Loved, Safe, and Respected. The Promise Champs led every stage of the festival’s development from branding to logistics to developing skills in project management, communication, and collaboration. Young people felt listened to, valued, and empowered, boosting their self-esteem and sense of purpose. The festival removed common barriers to participation including cost, travel and no one able to support them in attending other events. Feedback on the event was very positive.



Chief Executive's Service

Service Improvement Plan 2025 - 28
Outturn Report
June 2026

For more information, please contact:
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